



THE FOUNDATION TIMES

July 2022

Annual Report

Edition 2021

BURSARIES AWARDED	BURSARY BENEFICIARIES GRADUATED	GRADUATE INTERNS	ORGANISATIONS SUPPORTED WITH FOOD PARCELS	TERTIARY INSTITUTIONS FUNDED
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EXTRA! EXTRA!

READ ALL ABOUT IT! PPS FOUNDATION TAKES A LOOK BACK AT A SUCCESSFUL 2021

THE CHAIRMAN'S ADDRESS

BUILDING

A SOUTH AFRICA WE STRIVE FOR - TOGETHER

Looking back on the last five years since the inception of the PPS Foundation, I am filled with gratitude and pride. Making what seemed impossible possible for our beneficiaries and having a positive impact on both students and institutions of higher learning have been very fulfilling to me as chairman of this foundation. It is especially rewarding to see the significant contributions our alumni are making to our country after their graduation.

Last year, we had the privilege of external organisations partnering with the PPS Foundation and providing additional funds enabling it to enhance the achievement of its objectives. This (attracting other organisations to collaborate with it) is to me, recognition of and testament to the foundation's work.

One of highlights during the past financial year for the PPS Foundation was the Chairman's Challenge fundraiser. This was initially rolled out to PPS management, staff and PPS Foundation alumni. The challenge exhorts anybody who wishes to support the work of the foundation to match or better a specific amount as a donation. Last year, we started with a figure of R1 000 and, to-date, have raised a total of R49 000. This year (2022), the challenge continues and has

been extended to anyone who wishes to support our cause.

We extend our heartfelt gratitude to all donors. Your generosity of spirit – especially during the prevailing times of economic and financial hardship – is greatly appreciated. With additional resources we can do more for those we serve as we build the South Africa we together strive for.

2021 was not an easy year. The resilience of spirit was evident all around us, starting with our beneficiaries, staff and donors. We learnt self-discipline as we were forced to work from home. We also learnt to trust ourselves and our beneficiaries to do the right thing even without any close supervision experienced in our "normal" workplaces such as the office or lecture room. We learnt to really care for one another. More importantly, we learnt the difference between "human being" and "being human".

We learnt how to optimise using technology to achieve our goals, even for those not familiar with its uses. This will



Dr Sybil Seoka – Chairman

stand us in good stead going forward with our work and in our lives.

As Jurgen Moltmann said, "To live without hope is to cease to live". We, at the foundation – together with our various stakeholders – hope that we will emulate the resilience and determination of the founders of PPS as we pursue the objectives of the PPS Foundation Trust.

The horizon may seem dark now, but with hope, there is always a "light at the end of the tunnel". Despite the many challenges and lows we are currently experiencing, South Africa will rise like a phoenix. Our graduates will be part of the catalyst. Let us keep the faith and keep hoping.

SUCCESS IS BETTER SHARED.

SCAN here to donate Now

BOARD OF TRUSTEES

Dr Sybil Seoka Chairman	Dr Prieur du Plessis Trustee	Ms Masenyane Molefe Trustee	Mr Pankaj Ranchod Trustee

THE PPS FOUNDATION TEAM

Subashni Gounder CSI Senior Manager	Kebone Bolofo Administrative Assistant	Lesterinah Lengana Administrative Assistant	(1972 - 2022) May Her Soul Rest in Peace

See more at WWW.PPS.CO.ZA/FOUNDATION

* DISCLAIMER: All COVID-19 protocols and health guidelines were observed during photo shoots.

NON-NEGOTIABLE

Commitment to supporting future graduate professionals

Izak Smit – PPS Group CEO



We are proud to be the PPS Foundation's primary sponsor. 2021 was the second year that organisations and the world had to face and deal with the COVID-19 pandemic. While it put much financial pressure on budgets, there were some things and practices we could not let go of as an organisation. Despite the turbulent times, PPS remained committed to protecting professionals' livelihoods. In our concerted efforts to do good and do the right thing within the communities in which we exist, the commitment to support future graduate professionals was non-negotiable. The reality is that challenging times can still bring out the best in people and organisations. Students still need to continue with their studies amid the difficult times; the silver lining is that the stories of success and triumph form part of our beneficiaries' journey, which we are all too glad to be part of.

In our financial results announced in April 2022, we shared that 2021 was an extraordinary year in terms of the opportunity to support our members. PPS was able to return enormous value to our members by meeting claims and making special benefit allocations to the members' Profit-Share Accounts because of our solid business strategy, good expense management, the benign investment markets and our long-term investment approach.

In being the PPS Foundation's primary sponsor, we were still able to provide 100% support which meant that the programmes and initiatives could continue. In 2022, the same support will again continue to ensure that greater impact and reach of improving teaching and learning experiences for more South African youth is achieved at a greater scale. But the more donations we get, the bigger the impact the PPS

Foundation will make on our country's future generations.

The Graduate Internship Development Programme (GIDP) that we run every year at PPS has allowed us to experience the young talent that infuses new and vibrant energy into the organisation. PPS has been in existence for over 80 years and we remain passionate about investing in developing the next generation of professionals who will have a profound impact on this organisation and South Africa's future. This programme inducts graduate interns who acquire the skills that will help them develop personally and professionally. Over the years, we have retained quite a number of these interns who have grown in various departments and gone to do great things.

The GIDP supports South Africa's imperative of reducing youth unemployment by providing recently graduated youth with an opportunity to benefit from comprehensive training, gain valuable work experience and develop soft skills. All candidates are supervised by a formal mentor throughout the internship. Over the last few years, PPS has taken 140 young people through the programme, with an average retention rate of 80%.

Our commitment to youth development does not end with the GIDP. Staff members younger than 35 years and showing high potential are eligible to participate in one of our flagship development programmes, the Young Leadership Forum (YLF). Each year, a cohort of ten young leaders is selected to participate in the programme. The YLF is offered academic enrichment through UNISA's Thabo Mbeki African Leadership Institute. This is complemented by a bespoke

programme supported by the PPS Academy. The purpose of the YLF is not only to develop young leaders but to also tap into their perspectives to solve real business problems.

The YLF engages with other leaders within the organisation to give insights on approaches that can be used to achieve strategic business goals. Since its inception three years ago, we have been exposed to some of the best potentials that PPS has to offer. I am every year so impressed by these talented young individuals. We often invite them to Group Executive meetings and it is a pleasure engaging with these youngsters.

It is important for PPS to contribute to the development of young professionals within the organisation, as well as the graduate professional pipeline in the country. We believe that we are an integral stakeholder that can partner with other organisations such as the government, social organisations and other corporates to ensure that South Africa achieves a better outcome for many young professionals.

Providing a platform, conducive environment and resources for young people to grow within our organisation means that we are contributing to the vision of developing the next wave of economically empowered professionals to help take the country forward. For the graduate pipeline in South Africa, we support efforts that lead to access to quality education.

As part of our long-term commitment to supporting South Africa's youth, PPS has multiple initiatives that are designed to assist with learning, socio-economic development, skills development and the creation of employment opportunities.

THE FOUNDATION'S IMPACT



Aiming for significant impact on society

Masenyane Molefe – PPS Foundation Executive Trustee and Group Executive HR

The PPS Foundation aims to have a significant impact on society and in 2021 we stayed on course in our vision to be involved in the sustainable development of South Africa's youth through quality education and a conducive ecosystem. Our social development initiatives are aligned with the United Nations' Sustainability Development Goals (SDG), namely, SDG 2: Zero Hunger and SDG 4: Quality Education. The primary focus of the PPS Foundation is to drive SDG 4: Quality Education. We ensure that through education, the youth of South Africa can become economically independent sooner rather than later. We do this via our flagship bursary programme and we partner with all public universities in South Africa through our university support programme.

Our bursaries cover students from the time they become a PPS bursary holder until they qualify and even post graduate studies. Ours is a holistic approach where we cover students'

books, tuition, accommodation, living allowance, laptops and data should this be required.

The COVID-19 pandemic had a great effect on how students had to continue with their tertiary education. It was a difficult time for all, not just students. We all had to adapt quickly and efficiently.

We partnered with many universities during this time to assist students to attain their academic goals. Some of the sponsorship provided to universities was for laptops, digital devices, internet connectivity, upgrading labs with equipment, etc., which washed over into 2021 as well.

By operating in a global crisis, we had to modify the position in which the work is done. In 2022, we have had to change things up again to move from digital and support the new

hybrid model of work and study. We also knew that the students were taking emotional strain during this period and that mental health has become a key focus. We have partnered with the PPS employee wellness provider – Reality Wellness – to provide our bursary holders with counselling and online psycho-social services to support them to cope better during these trying times. It is quite difficult for a student to concentrate on an empty stomach and, therefore, we address SDG 2: Zero Hunger by offering meal packs to university students through our partnership with Rise Against Hunger Africa.

This partnership allows us to combat food insecurity which affects a large part of our student population. The work of the PPS Foundation is known to make a positive impact on the youth of South Africa, due to its commitment to its work. PPS, our primary sponsor, and other subsidiaries within the PPS group, namely PPS Healthcare Administrators, PPS Investments and PPS Short-Term Insurance, recognise this and have contributed substantially to the various programmes we run. Our bursary programme benefitted the most because the financial support received from other organisations who partnered with us enabled the PPS Foundation to increase the number of bursars in 2021.

In addition to this, many students had their historical debt paid off, a heavy burden lifted off their shoulders. When they qualify, they would be able to concentrate on uplifting their lives along with their communities. Together with our partners, we believe that we can make a difference for more students in South Africa. Our future is in their hands and if we all work together to help a student in need means that we get closer to this goal.

In saying this, I would like to encourage everyone reading this to donate to the PPS Foundation at <https://pps.foundation.pps.co.za>, so that we can change our country's future for the better through education, one student at a time.

We have stayed true to our core purpose



Subashni Gounder – Corporate Social Investment Senior Manager

Even during a global pandemic, straight through 2021 and beyond, we manage to stay true to our core purpose of granting young people access to proper tertiary education and equipping them for life thereafter. This is all made possible through our various well-oiled programmes, our sponsors and our valuable partnerships.

It was a year of many highlights, a few of which I would like to mention. **Bursary Programme:** The PPS Foundation’s continued sponsorship of our bursary holders remained a top priority. The newly developed partnerships with **PPS Healthcare Administrators** and **Accredited Resource Consulting Services** have allowed the foundation to increase the number of bursaries awarded as we facilitate and administer bursaries on their behalf. The funding received from these partners also enabled the clearing of students’ historical debt which allows them to concentrate on their studies and not worry about the potentially crippling future liability. We also partnered with **Reality Wellness** to assist our bursary holders in managing their stress and emotional wellbeing through counselling, online discussions and events. The PPS Foundation’s work is a work-of-heart where we support our beneficiaries far beyond financial aid. We keep in touch by communicating with them regularly, either telephonically, through newsletters or via events. It’s all about listening to their needs and holding their hands during their times of need. The parents of the bursars are also more than welcome to contact us for any assistance they may require.

University Support Programme: The PPS Foundation was still able to build meaningful relationships with various universities regardless of the environment we had to operate in. What helped us during this time when the pandemic upended our “normal”, was being able to engage more with universities as it was much easier to get everyone in one room virtually compared to doing so in person. The PPS Foundation was able to be fast in its decision-making as we were able to assist in times of need. Two examples were the fire at the University of Cape Town and the riots in KwaZulu-Natal. In both cases, we were able to donate funds and meals almost immediately when the need arose. Our partnership with **Rise Against Hunger Africa** enabled us to donate food parcels to various institutions to assist students in need, so they could focus all their attention on their studies.

LEAP Work-Readiness Programme: This is such a rewarding programme for us! We get to see the AHA! moments when students identify what they can do better with their CVs when applying for a job or how to conduct themselves in an interview. It is an eye-opening experience when we chat to them about their personal brand and how their online presence can

impact their future and careers. Their thirst for information about building a good relationship with money. It all makes what we do worthwhile and the noticeable difference we see in all the participants is priceless. We were able to roll out this programme to the **Ikusasa Student Financial Aid Programme (ISFAP)** beneficiaries and their alumni. Even though the PPS Foundation could not assist with funding, we could assist through our other programmes. We must meet our common objective to ensure that we do what is possible. To ensure that the youth of South Africa get an education so that they can become employable and economically independent.

Graduate Internship Development Programme: PPS was able to absorb quite a few of our 2021 graduates into the business regardless of the tough economic climate. Graduates bring about a new perspective to the business and their insights can prove to be most valuable for the organisation. In 2021, PPS staff continued to work remotely, spending little time in the office, but this did not deter the graduates from building great relationships with their colleagues and fellow interns. The **Thabo Mbeki African Leadership Institute in partnership with UNISA** are solid partners that offers academic enrichment to our graduates and Young Leadership Forum cohort. This programme allows students to think out of the box and take accountability to make a positive difference in our country and Africa as a whole.

Professionals Connect: Is a digital platform created to empower South Africa’s youth. This is done by sharing job opportunities and career-focused content relevant to students and recent graduates who have just started their professional journeys. Last year, the 2021 PPS graduate interns played an instrumental role in spearheading a project that focused on ensuring that the platform was upgraded to provide users with the best experience of the PPS Foundation and its affiliates.

I would like to sincerely thank each and every member of this incredible PPS Foundation team who give their all to ensure the success of our programmes. A special thank you must be given to Lesterinah Lengana, one of our team members who regrettably passed away in recent months. She was an integral part of the foundation for more than five years and her passion for youth development was inspiring. Our bursary holders knew her as Ma Lesthi. She built great, meaningful personal relationships with our bursars, their parents and many universities. She would not think twice about picking up the phone and chatting with our bursars whenever they needed a helping hand. She did the work of the foundation with zest and love and left a big hole in our hearts. **She is sorely missed.**

See more at WWW.PPS.CO.ZA/FOUNDATION

DISTRIBUTIONS

Here’s to another successful year

79

PERCENT

BURSARY PROGRAMME

19

PERCENT

UNIVERSITY SUPPORT PROGRAMME

2

PERCENT

OTHER FOUNDATION ENDEAVOURS

2021 was another tumultuous year due to the ongoing effects of the COVID-19 pandemic, but through the passion, purpose and dedication of our foundation team, even more students, graduates and institutions were supported. Once again, PPS Insurance Company Limited, the Trust’s founder, was the primary donor in 2021. However, several other organisations partnered with us to fulfil our objectives and create an even bigger impact. The Chairman’s Challenge fundraiser that was rolled out internally was also a huge success and boosted the foundation’s coffers and, thus, our ability to assist. Distributions to beneficiaries are made in line with the deed of the Foundation Trust, as overseen by the Board of Trustees.

To continue with our upliftment of the professional community, we distributed 79% of the foundation’s financial budget to the bursary programme and 19% to the University Support Programme, while the remaining 2% went towards other foundation endeavours.

The PPS Foundation will strive to improve our reach by engaging with stakeholders and partners so we can continue on our upward trajectory and make a difference in more beneficiaries’ lives.

A full set of audited financial statements may be viewed at the PPS Foundation offices on request to Mr M Spies – Executive: Finance (Group).

GOVERNANCE REPORT

The PPS Foundation Board of Trustees, led by the chairperson of the PPS Holdings Trust (the PPS Group apex body), meets quarterly to review operational progress against strategic goals, the review of fiscal management against set financial governance standards as well as risks. Under the direction of the Executive Trustee, the foundation management team implements the strategic plans and ensures the effective operational functioning of the organisation. The PPS Foundation Board of Trustees provides strategic oversight and guidance to the management team of the foundation. The board is assured

of the integrity of foundation operations through the support of subcommittees and governance functions, including the Group Audit and Risk Committee, Group Compliance, the Company Secretariat and Group Finance. The PPS Foundation is registered as a public benefit organisation and all its governance practices and processes are aligned to regulatory requirements relating to SARS and B-BBEE. This includes compliance with section 18A(1) (a) of the Income Tax Act that stipulates that all foundation donors receive a tax-exemption certificate.

Equipping young graduates for employment and life

The Graduate Internship Development Programme (GIDP), which is SETA-funded, has been an integral programme for the PPS Foundation since its inception in 2016. Through this programme, successful graduates are placed within divisions of PPS to expose them to real work experiences. On completion of their 12-month internship, they have the prospect of being offered permanent employment within the divisions of the PPS Group.

The graduates leave their tertiary institutions with book smarts but require soft skills and day-to-day experience to excel in their professions. Mentors are appointed to assist them in their transition and support them throughout their internship. As of 2021, 140 young graduates have completed the GIDP. Of these, 80% have been offered full-time employment at PPS. This programme has proved invaluable to PPS, giving us access to top young talent in South Africa.



140

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80%

have been offered full-time employment at PPS

YOUNG LEADERSHIP FORUM OVERVIEW



The PPS YLF: Preparing young leaders for a bright future

The Young Leadership Forum (YLF) is a mentorship programme designed specifically to cultivate young leaders for the future of PPS itself. Its primary focus is to equip employees between 19 and 35-years old with the skills, insights and tools needed to enhance their strategic leadership performance. Each year a cohort of ten young leaders is selected to participate in this programme. Within this positive environment, they get to improve their leadership performance and stand out in their fields of expertise. The programme allows PPS to solve business problems by tapping into their perspectives.

EDITORIAL

From internship to permanent employment

**Ckolobe Ramaloko -
2021 PPS Graduate Intern.**

**Currently: Financial adviser:
PPS Advisory Services and
Enablement**



In February 2021, I started my 12-month internship at PPS as a graduate financial adviser. Since then, I have grown into my role as an independent financial adviser. I gradually developed more and more independence from when I first started up until now and the journey has taught me that I am responsible for the quality of work that I put out. I must hold myself accountable for every action because at the end of the day I am responsible for members' financial well-being.

When I first started my internship, I was expecting to learn about what it is like to work in a corporate environment. My expectations, however, have been exceeded as during the duration of my internship I have also learned a lot of soft skills that have not only improved my abilities in my role but also my personal life.

This opportunity has allowed me to get out of my comfort zone which has birthed a lot of capabilities that I did not know I had. I am more patient, confident and persuasive than I ever perceived myself to be and can handle rejection from all walks of life. My advice to someone starting a graduate programme is to be a sponge. To learn as much as you can about the role, company and field you are in. Network and connect with people who will help you get to where you would like to be in your career. Have a vision, but welcome change as you go along because with an open mind your path can adapt as you grow in your profession.

The PPS Foundation is committed to making a change in every graduate's life, as it did in mine. Staff members care and are dedicated to ensuring that you grow even beyond PPS. The Foundation has also created a PPS family for me that I know I can go back to for advice even after I have progressed in my career. Once part of the family, always part of the family.

A donor's perspective

PPS Healthcare Administrators chose to partner with the PPS Foundation in 2021 to improve access to education for the South African youth. The options were to either donate directly to the universities or partner with the PPS Foundation. Partnering with the PPS Foundation was a no brainer. The foundation provides so much more than just a bursary. It provides support to students through various initiatives, such as the LEAP Work-Readiness Programme, Professionals Connect and the Graduate Internship Development Programme to name a few. We want to ensure that access to education is not dependent on wealth.

The idea is that a student's bursary should remove all the stress related to financial insecurity. But with the COVID-19 pandemic still disrupting our lives, we realised beneficiaries would need extra help in 2021 as well. Many students also had the additional burden of historical debt which would prevent them from graduating or even continuing their studies. Settling this historical debt lifts a huge burden off their shoulders and allows them to focus on their studies. Too many students fail to realise their dreams due to student debt. We as PPS Healthcare Administrators hope to play a small role in fulfilling these dreams.

The PPS Foundation's primary focus is to improve access to the fields of science, technology, engineering and mathematics (STEM) and to make a measurable contribution to the sustainable development of South African communities. This all resonates very closely with PPS Healthcare Administrators. Our area of focus is healthcare and over the years we have seen a growing shortage of healthcare professionals. We hope that our donation to the PPS Foundation will go a long way in accelerating efforts to increase the number of healthcare professionals in the country.

We would like to think that we have played a part in the foundation living up to its core purpose in 2021. To contribute to the development of South African youth, despite the numerous challenges caused by the COVID-19 pandemic.

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The idea is that a student's bursary should remove all the stress related to financial insecurity.
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**Simmi Bassudev -
CEO: PPS Healthcare Administrators**



I come from a family that holds education in the utmost regard. In many instances, it was the community I grew up in that shaped my life and future. There was a very strong emphasis on education. My mum was most definitely my role model. She was a teacher and instilled the need for learning in my siblings and me from a very early age. I am very passionate about creating a culture of learning and providing opportunities for development. Always empowering people to be the best version of themselves.

PPS Healthcare Administrators believe in creating environments where ordinary people can become extraordinary. We hope the recipients will innovate and create sustainable solutions for their communities and South Africa to thrive.

BURSARY PROGRAMME OVERVIEW

2021 • AN EXCEPTIONAL YEAR FOR THE BURSARY PROGRAMME



2021 proved to be an exceptional year for the bursary programme. We not only awarded bursaries to 78 students, but we also now have an alumnus. It is the hope of the PPS Foundation that these young graduates will go on to become successful professionals in their chosen careers and that they too, will pay it forward to future generations.

In the previous financial year, the COVID-19 pandemic continued to disrupt the education sector, but yet again, the PPS Foundation went above and beyond to help ease the anxiety and uncertainty it caused to our bursary beneficiaries. We understand our students require more than just tuition fees to achieve their full potential, and as such, are continuously exploring avenues to guarantee their success. In 2021, we forged a partnership with Reality Wellness, a company whose focus is to facilitate a roadmap to emotional and psychological wellness via its interventions and activities. Through this partnership, we could offer personal counselling services to our beneficiaries to ensure that all aspects of their well-being were taken care of.

Through the generous contributions of partners such as the Accredited Resource Consulting Services and PPS Healthcare Administrators, we could also settle students' historical debt. The foundation and the students are exceedingly grateful for their support.

We are also excited to announce that the PPS Foundation established a new arm of the bursary programme facilitating the corporate social investment distributions for other organisations and companies. Thus, the PPS Foundation's reach could be amplified by awarding bursaries to more disadvantaged students.

The PPS Foundation remains steadfast in our support of every bursary beneficiary through this continuously challenging period. We have made great strides in 2021 and will endeavour to create an even bigger impact in the coming year. After all, the future of South Africa depends on the success of our youth.



You too can help nurture the potential of our youth. Donate today to help the PPS Foundation increase the reach and impact of its programmes.

SCAN here to donate Now

One step closer to my dream, thanks to the foundation

Darryn Michels - Bursary beneficiary



The greatest benefit for me of being a bursary beneficiary of the PPS Foundation is that it helped me to pay my student fees. Without a doubt, the bursary helped me to overcome a financial burden which is unquestionably a stumbling block for almost all South African students today. Being a recipient of the PPS Foundation bursary did not just help me worry less about the financial implications of being a university student, it allowed me to focus on my goal to complete my degree.

The PPS Foundation's message of nurturing potential means they see your capability and are willing to take a financial risk on you. They are committed to using their own time to coach, guide and mentor the next generations of recipients to be the best versions of themselves.



Brinley Theunis -
Bursary beneficiary,
alumnus and now
PPS employee

Hard work and dedication is a recipe for success

A family member at PPS encouraged me to apply for the bursary programme because of my academic record. The PPS Foundation covered my tuition fees in full and there was no need to source alternative means to cover my tuition costs. What was a great relief was that, as it was a bursary, I did not have to pay them back.

As an alumnus, I would like to pay it forward by continuously motivating students to work as hard as possible to ensure that, should they be awarded a bursary, they can maintain it based on their academic excellence. I would advise beneficiaries to seek employment at PPS through the Graduate Internship Development Programme, as the organisation empowers graduate professionals.

UNIVERSITY SUPPORT PROGRAMME OVERVIEW

The foundation's agility gives opportunity for greater impact



The purpose of the University Support Programme is to improve the teaching and learning experiences at tertiary institutions. In 2021, this programme endeavoured to make an even more substantial impact. Students and educators alike face many challenges that differ every year according to the changing pandemic situation – from on-campus to complete remote learning and now to the new hybrid model of learning.

The PPS Foundation provides much more than just a financial contribution. We endeavour to improve the lives and overall well-being of the students in need and empower educators with tools to provide world-class education. Since the start of the pandemic and throughout 2021, the foundation's funding went towards providing laptops and data to students. We partnered with Rise Against Hunger Africa again, to provide meal packs to five organisations ensuring that students had the necessary resources to succeed.

Over and above our student assistance, we funded the upgrading of the University of KwaZulu-Natal's optometry lab and funded the provision of personal alarm systems to students at the law faculty at Stellenbosch University. Due to the foundation's agility, we were also able to spring into action with necessary financial aid during the riots in KwaZulu-Natal and when a fire broke out in the University of Cape Town's library.

Nurturing the potential of South Africa's youth is the core focus of the PPS Foundation, and as such, we will continue to assist the tertiary institutions and students by any means possible to fulfil our purpose.



5

Organisations provided with meal packs

NWU

Laptop funding provided

UCT

Fire damage disaster funding

UKZN

Optometry lab upgrade

PARTNERSHIPS OVERVIEW

Together with one goal, one mission - for a better South Africa

The PPS Foundation's accomplishments in 2021 could not have been possible without our incredible partners who supported us every step of the way!

Rise Against Hunger (RAHA): The tie-in with RAHA has developed into a strong business relationship. They jump to every request with brilliant customer service to assist us with meals any time of the year throughout South Africa. Their excellence shined especially during the fire disaster at the University of Cape Town and the riots in KwaZulu-Natal in July last year. They always provide extra products with every meal pack delivered, with an immense amount of compassion. The PPS Foundation could, with their aid, get meals to the affected areas within a few days. We urge others to partner with RAHA in reducing hunger in South Africa.

Accredited Resource Consulting Services (ARCS): This training organisation is passionate about assisting others through education. It was a privilege to work with a like-minded organisation that strives to improve the development of students. ARCS was the first company to partner with the PPS Foundation to facilitate and administer external bursary sponsorships.

Ikusasa Student Financial Aid Programme (ISFAP): This organisation – with many of its leadership being PPS members – plays in the bursary environment for the missing middle community. The PPS Foundation approached ISFAP for assistance with bursaries. The partnership forged allowed us to take their bursars and alumni through the LEAP Work-Readiness Programme. They worked together toward their shared goal of grooming graduates to become more employable. This programme was well-received by all who attended.

Thabo Mbeki African Leadership Institute (TMALI): The PPS Foundation has a long-standing relationship with TMALI. Graduate interns and the PPS Young Leadership Forum (YLF) complete the course in Thought Leadership for Africa's Renewal where students are taught to think differently and be accountable and to look for opportunities for making a positive difference, not only in our country but in Africa as a whole. The course is supported by UNISA and TMALI.

Golden Key International Honour Society – LEAP workshops: Our relationship with the Golden Key Society is growing from strength to strength. The society members are the cream of the crop from all universities. We partner with our Life Broker Services team to roll out LEAP to these students and their alumni.

Reality Wellness: Our bursars use the services of this organisation to assist them emotionally and help them cope with stress, loss and grief. The students could have one-on-one online sessions with professional counsellors, a service they appreciated during the turbulent pandemic times.



PROFESSIONALS CONNECT OVERVIEW



Providing solutions in the fight against unemployment

Due to the COVID-19 pandemic, the unemployment rate in South Africa rose even higher in the 2021 financial year to a shocking 35.3%. This is where the PPS Foundation once again stepped up to assist in this dire situation. Professionals Connect is an online platform that was developed by the PPS Foundation, and provides industry-specific information as well as job and mentorship opportunities to students, graduates and young professionals.

The upgraded portal makes relevant information and opportunities available by allowing collaborations with professional associations, experienced professionals, corporates and academic institutions. It creates awareness of South Africa's career opportunities for young graduates, provides information about bursary opportunities within the PPS Foundation and gives members access to information about any upcoming LEAP Work-Readiness workshops. The platform also provides interesting articles and blogs packed with information and tips essential for the personal and professional growth of South Africa's youth.

Why wait? Register today to get access to all these benefits!

www.professionalsconnect.co.za

LEAP WORK-READINESS PROGRAMME OVERVIEW

LEAP Work-Readiness Programme gaining popularity and reach

LEAP, short for Learned, Engaged, Accelerated Professionals is a programme developed to equip students and young graduates with the necessary life skills and confidence demanded by the work environment. The programme aims to bridge the gap between tertiary learning and the workplace, thereby assisting students in attaining and maintaining employment. The LEAP Work-Readiness Programme has grown in popularity, with as many as 700 students participating in the Programme in 2021. The workshops – conducted both online and in a hybrid format – were well-received by participants who provided positive

feedback and gratitude. The equally-important skills taught in the workshops are CV writing, personal branding (digital presence), interview skills and consumer financial education, all of which are essential proficiencies needed to excel in the working world.

In 2021, the PPS Foundation partnered with PPS Life Broker Services, PPS Advisory Services and Enablement and the Ikusasa Student Financial Aid Programme to make these workshops possible and impactful for all participants.



See more at WWW.PPS.CO.ZA/FOUNDATION

An extra step up with the Young Leadership Forum (YLF)

Tebogo Ramaahlo - 2021 YLF Member and Risk Management Specialist at PPS



In 2020 I was nominated to be part of the 2021 Young Leadership Forum (YLF) by my manager Rozelle Grobler. She encouraged me to send my proposal even though I was “new” at PPS and did not think I would qualify for the programme. I felt that I still had a long way to go before I could start venturing outside my job description. That vote of confidence challenged me to start seeing myself as a “not-so-new” PPS employee.

Participating in the Grad-to-Grave programme and the Thabo Mbeki African Leadership Institute course influenced the conversations I had with my manager. My PPS network increased beyond my default work environment and has fuelled the, “I want to do more outside my nine-to-five” element in me.

Still in the belly of the pandemic in 2021, physically disconnected from all aspects relating to work and life as we knew it, YLF evolved into a safe space for me to share ideas and be vulnerable. As a collective, we battled the pandemic blues virtually and eventually had an opportunity to meet in person.

We had emotional support within and outside the group context, the mentorship element of the programme added another support structure to my journey in the programme. I have gained an ally in someone who is there to provide a different perspective and a sounding board.

I have an additional platform to contribute and share ideas. The exposure and experience from participating in the *Leading the PPS Way* lectures with the 2021 graduate interns was a great opportunity.

I was exposed to seeing and hearing how today’s graduates have a profound level of consciousness about their mental health, challenges impacting their overall wellness and concerns impacting the communities we serve. Their level and method of questioning was just incredible in comparison to what I experienced when I was a graduate a few years ago.

I had the opportunity to also recognise and acknowledge that we (as PPS employees) have the PPS Academy as an engine that incubates a safe space for us to have honest conversations and a platform we must explore to help us establish a foundation for the cross-pollination of ideas.

To the YLF 2022 cohort, you are half way through and it is all worth it. Juggling work, life and YLF will require more from you and you will not regret it for persevering.

The invitation to represent PPS in the ICMIF’s YLF in Rome, Italy, is an incredible honour. I see it as a challenge to figure out how I can capitalise the experience beyond the individual into a group experience.

THANK YOU TO OUR DONORS

“No duty is more urgent than that of returning thanks.”

- James Allen



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When it comes to our incredibly generous donors that kept our hands strong at the PPS Foundation through yet another stormy year, there can never be a big enough THANK YOU. These wonderful individuals and organisations share our dream and vision of the importance of access to higher education and our mission of building capable young professionals. Let us not forget that it will be the youth who will take our precious country to the future. Thank you, not only for your financial donations but for your precious time and involvement in our programmes. For being there when we and our students needed you

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The PPS Foundation team truly urge each and every one who donated to this worthy cause, to keep on doing so in the future. To help us further build this initiative to even greater heights.

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